

**PRINCIPLES OF ETHICAL CONDUCT FOR
GOVERNMENT OFFICERS AND EMPLOYEES**

*EXECUTIVE ORDER 12674 of April 12, 1989, as modified by
EXECUTIVE ORDER 12731 of October 17, 1990*

SECTION 101. PRINCIPLES OF ETHICAL CONDUCT. TO ENSURE THAT EVERY CITIZEN CAN HAVE COMPLETE CONFIDENCE IN THE INTEGRITY OF THE FEDERAL GOVERNMENT, EACH FEDERAL EMPLOYEE SHALL RESPECT AND ADHERE TO THE FUNDAMENTAL PRINCIPLES OF ETHICAL SERVICE AS IMPLEMENTED IN REGULATIONS PROMULGATED UNDER SECTIONS 201 AND 301 OF THIS ORDER:

1. PUBLIC SERVICE IS A PUBLIC TRUST, REQUIRING EMPLOYEES TO PLACE LOYALTY TO THE CONSTITUTION, THE LAWS, AND ETHICAL PRINCIPLES ABOVE PRIVATE GAIN.
2. EMPLOYEES SHALL NOT HOLD FINANCIAL INTERESTS THAT CONFLICT WITH THE CONSCIENTIOUS PERFORMANCE OF DUTY.
3. EMPLOYEES SHALL NOT ENGAGE IN FINANCIAL TRANSACTIONS USING NONPUBLIC GOVERNMENT INFORMATION OR ALLOW THE IMPROPER USE OF SUCH INFORMATION TO FURTHER ANY PRIVATE INTEREST.
4. AN EMPLOYEE SHALL NOT, EXCEPT PURSUANT TO SUCH REASONABLE EXCEPTIONS AS ARE PROVIDED BY REGULATION, SOLICIT OR ACCEPT ANY GIFT OR OTHER ITEM OF MONETARY VALUE FROM ANY PERSON OR ENTITY SEEKING OFFICIAL ACTION FROM, DOING BUSINESS WITH, OR CONDUCTING ACTIVITIES REGULATED BY THE EMPLOYEE'S AGENCY, OR WHOSE INTERESTS MAY BE SUBSTANTIALLY AFFECTED BY THE PERFORMANCE OR NONPERFORMANCE OF THE EMPLOYEE'S DUTIES.
5. EMPLOYEES SHALL PUT FORTH HONEST EFFORT IN THE PERFORMANCE OF THEIR DUTIES.
6. EMPLOYEES SHALL MAKE NO UNAUTHORIZED COMMITMENTS OR PROMISES OF ANY KIND PURPORTING TO BIND THE GOVERNMENT.
7. EMPLOYEES SHALL NOT USE PUBLIC OFFICE FOR PRIVATE GAIN.
8. EMPLOYEES SHALL ACT IMPARTIALLY AND NOT GIVE PREFERENTIAL TREATMENT TO ANY PRIVATE ORGANIZATION OR INDIVIDUAL.
9. EMPLOYEES SHALL PROTECT AND CONSERVE FEDERAL PROPERTY AND SHALL NOT USE IT FOR OTHER THAN AUTHORIZED ACTIVITIES.
10. EMPLOYEES SHALL NOT ENGAGE IN OUTSIDE EMPLOYMENT OR ACTIVITIES, INCLUDING SEEKING OR NEGOTIATING FOR EMPLOYMENT, THAT CONFLICT WITH OFFICIAL GOVERNMENT DUTIES AND RESPONSIBILITIES.
11. EMPLOYEES SHALL DISCLOSE WASTE, FRAUD, ABUSE, AND CORRUPTION TO APPROPRIATE AUTHORITIES.
12. EMPLOYEES SHALL SATISFY IN GOOD FAITH THEIR OBLIGATIONS AS CITIZENS, INCLUDING ALL JUST FINANCIAL OBLIGATIONS, ESPECIALLY THOSE -- SUCH AS FEDERAL, STATE, OR LOCAL TAXES -- THAT ARE IMPOSED BY LAW.
13. EMPLOYEES SHALL ADHERE TO ALL LAWS AND REGULATIONS THAT PROVIDE EQUAL OPPORTUNITY FOR ALL AMERICANS REGARDLESS OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, OR HANDICAP.
14. EMPLOYEES SHALL ENDEAVOR TO AVOID ANY ACTIONS CREATING THE APPEARANCE THAT THEY ARE VIOLATING THE LAW OR THE ETHICAL STANDARDS PROMULGATED PURSUANT TO THIS ORDER.